## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **Internal Revenue Service (IRS)**

For 2nd Quarter 2015 for period ending March 31, 2015

	Comparative Data													
Complaint Activity	Complaint Activity Pr													
	2010	2011	2012	2013	2014	Thru 03-31								
Number of Complaints Filed	314	306	307	301	249	137								
Number of Complainants	298	258	275	280	227	135								
Repeat Filers	15	31	26	14	17	1								

Complaints by Pagis	Comparative Data											
Complaints by Basis	Pre	vious ]	Fiscal `	Year D	ata	2015						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	Thru 03- 31						
Race	140	104	120	113	107	53						
Color	18	11	22	15	18	8						
Religion	14	18	7	10	13	8						
Reprisal	143	137	152	152	152	81						
Sex	90	85	83	72	82	38						
PDA	0	0	2	0	1	0						
National Origin	19	20	31	16	22	13						

Equal Pay Act	0	0	0	0	1	0
Age	84	64	66	62	78	36
Disability	88	93	125	121	64	53
GINA	0	0	0	0	0	0
Non-EEO	14	18	11	17	8	11
		Co	ative D	ata		
<b>Complaints by Issue</b>	Pre	vious l	Fiscal `	Year D	ata	2015
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	Thru 03- 31
Appointment/Hire	14	4	7	5	8	6
Assignment of Duties	35	37	40	35	34	18
Awards	5	8	6	8	5	4
Conversion to Full-time	0	1	0	1	1	1
Disciplinary Action						-
Demotion	0	5	3	4	2	4
Reprimand	16	10	12	16	6	5
Suspension	18	11	15	10	15	5
Removal	3	4	6	6	4	2
Other	9	3	20	15	13	7
Duty Hours	7	3	7	5	7	4
Evaluation Appraisal	60	72	78	55	70	32
Examination/Test	3	1	2	1	0	1
Harassment						
Non-Sexual	149	129	152	154	116	60
Sexual	4	13	5	5	10	2
Medical Examination	3	2	0	1	0	0
Pay (Including Overtime)	13	4	10	7	6	4
Promotion/Non-Selection	71	38	38	39	42	33

Reassignment												
Denied		10	10	7	7	'	3	2				
Directed		8	2	10	5	5	10	4				
Reasonable Accommodation		24	30	33	42	2	17	22				
Reinstatement		1	3	1	3	3	0	0				
Retirement		1	2	1	3	3	3	2				
Termination		49	52	36	2	1	11	8				
Terms/Conditions of Employment		27	39	67	80	6	53	31				
Time and Attendance		32	43	47	44	4	48	23				
Training		26	22	15	2	1	10	9				
Other		0	0	0	2	2	0	0				
Comparative Data												
<b>Processing Time</b>	Previous Fiscal Year Data 201											
	2010	2011	2012	201	13	2	014	Thru 03-31				
Complaints pending during fiscal year	ır	1										
Average number of days in investigation	183.22	186.42	211.52	261.	261.15		2.84	219.30				
Average number of days in final action	30.65	33.41	26.10	31.53		32	2.30	32.85				
Complaint pending during fiscal year	where h	earing w	as reque	sted								
Average number of days in investigation	178.47	183.75	214.54	252.	.47	29	1.44	221.94				
Average number of days in final action	20.44	27.83	15.98	19.3	39	22	2.51	19.72				
Complaint pending during fiscal year	where h	earing w	as not re	quest	ed			•				
Average number of days in investigation	196.38	191.35	206.60	277.	.60	29	5.12	216.61				
Average number of days in final action	49.50	46.21	42.30	56.3	31	44	1.62	44.10				
Complaints Dismissed by Agency	y		Compa	rativ	e Da	ata						

		I	Pro	evi	ious ]	Fisc	cal Y	ear	Dat	a		1	)15	
		2010		20	011	2	012	2	0	nru 3- 31				
Total Complaints Dismissed by Agency	у	27			32	25		28			34	2	21	
Average days pending prior to dismissal	1	02.93	3	16	5.69	14	18.92	74	1.54	80	6.06	68	.71	
Complaints Wit	hdr	drawn by Complainants												
Total Complaints Withdrawn by Complainants		26		,	30		23		18		28	5		
					C	omj	parat	tive	Dat	a				
		]	Pr	evi	ious	Fis	cal Y	ear	Da	ta		l	)15	
Total Final Agency Actions Finding Discrimination		2010		2	011	2	2012	2	013	2	2014		nru 3- 31	
	#	<i>t</i> %	Ì	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	6	5		2		1		0		0		0		
Without Hearing	(	0		0	0	0	0	0	0	0	0	0	0	
With Hearing	(	5 100	)	2	100	1	100	0	0	0	0	0	0	
Findings of Discrimination					Co	mp	arat	ive	Dat	a				
Rendered by Basis		F	re	evi	ous l	isc	al Y	ear	Dat	a			)15	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total	2	010		20	11	20	)12	20	13	20	014	0	nru 3- 31	
complaints and findings.	#	%	#	#	%	#	%	#	<b>%</b>	#	%	#	%	
<b>Total Number Findings</b>	4		3	3		3		0		1		0		
Race	3	75	C	)	0	1	33	0	0	1	100	0	0	
Color	0	0	C	)	0	0	0	0	0	0	0	0	0	
Religion	0	0	C	)	0	1	33	0	0	0	0	0	0	
Reprisal	0	0	1	1	33	0	0	0	0	1	100	0	0	
Sex	1	25	C	)	0	1	33	0	0	0	0	0	0	
PDA	0	0	C	)	0	0	0	0	0	0	0	0	0	

National Origin	3	75	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	0	0	1	100	0	0
Disability	0	0	1	33	1	33	0	0	1	100	0	0
GINA	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		2		1		0		0		0	
Race	2	67	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	1	100	0	0	0	0	0	0
Reprisal	0	0	1	50	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	2	67	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	50	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
GINA	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		2		0		1		0	
Race	1	100	0	0	1	50	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0
Sex	1	100	0	0	1	50	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0

National Origin	1	100	0	0	0	0	0	0	0	0	0	0		
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0		
Age	0	0	0	0	0	0	0	0	1	100	0	0		
Disability	0	0	1	100	1	50	0	0	1	100	0	0		
GINA	0	0	0	0	0	0	0	0	0	0	0	0		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0		
		Comparative Data Previous Fiscal Year Data												
Findings of Discrimination		P	rev	ious ]	Fis	cal Y	ear	Dat	ta			15		
Findings of Discrimination Rendered by Issue	2	010	2	011	2	012	20	)13	2	014	Thru 03- 31			
	#	%	#	%	#	%	#	%	#	%	#	<b>%</b>		
<b>Total Number Findings</b>	4		3		3		0		1		0			
Appointment/Hire	0	0	1	33	0	0	0	0	0	0	0	0		
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0		
Awards	0	0	0	0	0	0	0	0	0	0	0	0		
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0		
Disciplinary Action														
Demotion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0		
Suspension	0	0	0	0	0	0	0	0	0	0	0	0		
Removal	0	0	0	0	0	0	0	0	0	0	0	0		
Other	0	0	0	0	0	0	0	0	0	0	0	0		
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0		
Evaluation Appraisal	1	25	0	0	0	0	0	0	1	100	0	0		
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0		
Harassment														
Non-Sexual	2	50	0	0	2	67	0	0	0	0	0	0		
Sexual	0	0	0	0	0	0	0	0	0	0	0	0		

		_		_		_		_				_
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	25	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	33	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	25	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	2	50	1	33	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	33	0	0	0	0	0	0	0	0
Training	1	25	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		2		1		0		0		0	
Appointment/Hire	0	0	1	50	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		-		-		-						
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	33	0	0	0	0	0	0	0	0	0	0

Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	33	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	1	100	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	1	33	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	1	50	0	0	0	0	0	0	0	0
Training	1	33	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		2		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	-											
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	$\frac{0}{0}$	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	$\frac{0}{0}$	0	0	0	0	0	0	0
	+	<u> </u>		0		0			-	0		0
Duty Hours	0	0	0	- 	0	<u> </u>	0	0	0		0	
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	100	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	2	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	100	1	100	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
					C	ompa	ara	tive	Da	ıta		
Pending Complaints Filed in Prev	s	]	Previ	ous	Fisca	al Y	Zear	Da	nta		)15	
Fiscal Years by Status				10 2	011	201	2	201	3 2	2014	0	hru 3- 31
Total complaints from previous Fiscal	Yea	rs	16	3	155	170	0	189		242	3	47
Total Complainants			14	4	138	14'	7	158	3	208	2	88
										1		

<b>Complaint Investigations</b>	2010			Year D 2013	2014	2015 Thru 03- 31
		ata				
Final Agency Action	12	5	14	8	8	11
Hearing	147	143	150	170	223	279
ROI issued, pending Complainant's action	0	0	0	2	7	21
Investigation	3	2	5	7	3	25
umber complaints pending						

Pending Complaints Where Investigations Exceed Required Time Frames